Technology Trainee Learning Journey

Objective: To provide the Technology trainee with a smooth integration into the Bank. Also, equip them with basic skills to perform better in their respective roles.

Success Factors: Retention, Onboarding feedback, Sense check with TT & Mentor Feedback

Project Sponsor	Sankarson Banerjee	Technology Lead	Nidhi Mandelia
	Dheepak Rajoo	HR Lead	Chakshu Kalra

Program Elements	Functional Rotations 3 months stints	Departmental Coaches Day to day teaching & hand holding	Mentors Provide counselling & care. Support settling in through out the year	HR Connect Meeting with the respective HRBPs	Progress Monitoring Quarterly progress	Capstone Evaluation Issue Analysis
Frequency	Every quarter, Trainee will move from one function to another	On-going relationship for 3 months	Formal Meeting: 45 days Regular Check-ins: 30 days	Prajakta to decide	Every Quarter	Final evaluation towards the end of the year
Responsibility	Dheepak Rajoo/ Nidhi Mandelia	Dheepak Rajoo/ Nidhi Mandelia	Dheepak Rajoo	Prajakta Patki	Dheepak Rajoo/ Shachi Kaul/ Chakshu Kalra	Sankarson Banerjee & IT Heads

Ecosystem Creation	Training Intervention (HR)	Mentoring	Resources
	1. Mentor Orientation Workshop 2. TTT for Coaches 3. Briefing session for Trainees 4. E-learning program (8 Courses) partnered with Simplilearn	1. **Check-in:** Once a Quarter & as needed 2. **Meeting:** Every 45 days. Calendared formal meeting to be utilized for sensing, feedback & for any concern 3. **Empower:** Engagement will be driven through Empower Social	1. Digital Learning Modules 2. Curated Learning interventions 3. Classroom Interventions

Technology Trainee Learning Journey Assessment Plan

Project Sponsor	Sankarson Banerjee		Technology Lead	Nidhi Mandelia
	Dheepak Rajoo		HR Lead	Chakshu Kalra

Assessment Parameters	Weightage	Parameters to be assessed	Responsibility	Evaluation Method
Observation Based	20%	This parameter will focus on the behavioural aspects of the incumbent such as: 1. Collaboration 2. Class participation (Social) 3. Punctuality & Grooming	10%- HR 10%- Dheepak Rajoo	Categorize them into Three buckets: A. Always (10%) B. Occasionally (7%) C. Rare (5%)
Simplilearn	20%	Based on Simulation score given by Simplilearn	Dheepak Rajoo	Categorize them into Three buckets: A. Above Average (20%) B. Average (15%) C. Below Average (8%) Alternatively, we can convert the score in proportionate to 20% weightage
Coaches	30%	1. Attitude to learn 2. Quality of work assigned 3. Work Consistency 4. Efforts put in (Enthusiasm)	30% - Coaches	Categorize them into Three buckets: A. Above expectations (30%) B. Meets expectations (20%) C. Below expectations (10%)
Final Presentation (Capstone Evaluation)	30%	1. Understanding of the area of concern 2. Analysis done to identify the problem 3. Methodology used 4. Recommendations made	30% - Panel Evaluation	Categorize them into Three buckets: A. Above expectations (30%) B. Meets expectations (20%) C. Below expectations (10%)